

# SUMMARY FORM

## COLLECTIVE BARGAINING AGREEMENT PUBLIC SECTOR / NON-POLICE & NON-FIRE

### Section I: Agreement Details

Public Employer: Cumberland County College County: Cumberland  
Employee Organization: Faculty Association Employees in Unit: 51  
Base Year Contract Term: 7/1/2011 6/30/2014 New Contract Term 7/1/2014 6/30/2017  
Type of Settlement: ☐ Mediated Settlement ☐ Fact-Finder Recommendation ☒ Voluntary Settlement ☐ Super Conciliation

	Column A Base Year - Total Costs (Last Year of Previous agreement)	Column B New Base Year - Total Costs (First Year of Successor agreement)
Section II: Economic		
Item 1 ..... <u>Salary</u>	<u>\$3,497,110</u>	<u>\$3,501,110</u>
Item 2 ..... <u>Increment</u>		
Item 3 ..... <u>Longevity</u>		
Item 4 ..... <u>Educational Attainment</u>		
Item 5 ..... <u>Promotions/Reclassification</u>	<u>\$4,000</u>	<u>\$1,000</u>
Item 6 ..... <u>Tuition Reimbursement</u>	<u>\$40,000</u>	<u>\$40,000</u>
Item 7 ..... _____		
Item 8 ..... _____		
Item 9 ..... _____		
Item 10 ..... _____		
Item 11 ..... _____		
Item 12 ..... _____		
Any additional items list on separate sheet Additional Items		
Section III: Totals - Sum of costs in each column	<u>\$3,541,110</u> (Total)	<u>\$3,542,110</u> (Total)

### Section IV: Analysis of new successor agreement

### NEW AGREEMENT ANALYSIS

Total Base Year (previous agreement)	<u>\$3,541,110</u>				
Effective Date (m/d/yyyy)	<u>7/1/2014</u>	<u>7/1/2015</u>	<u>7/1/2016</u>		
Percent Increase	<u>2.0%</u>	<u>0.0%</u>	<u>2.0%</u>		
Total cost of increase	<u>\$70,021</u>	<u>\$0</u>	<u>\$71,423</u>		
Total base salary (successor agreement)	<u>\$3,612,131</u>	<u>\$3,612,131</u>	<u>\$3,683,554</u>		

### Section V: Impact of Settlement - average annual increase over term of agreement

Percentage Impact (average per year over term of agreement)	<u>1.30</u>
Dollar Impact (average per year over term of agreement)	<u>\$47,148.00</u>

### Section VI

Health Insurance (indicate costs associated on each line)

	Base Year	Year 1				
Cost of Health Plan	<u>\$613,716</u>	<u>\$740,819</u>				
Employee Contributions	<u>\$88,594</u>	<u>\$142,174</u>				
Prescription	<u>\$166,532</u>	<u>\$203,046</u>				
Dental	<u>\$24,179</u>	<u>\$31,501</u>				
Vision	<u>\$8,177</u>	<u>\$17,276</u>				

The undersigned certifies that the foregoing figures are true and is aware that if any of the foregoing items are false, s/he is subject to punishment.

### Section VII

Prepared by:

Rosemarie Ficus Title: Director HR  
Print Name  
[Signature] Date: 7/27/15  
Signature